



THE SECRETARY OF THE NAVY  
WASHINGTON, D.C. 20350-1000

14 FEB 3 2014

From: Secretary of the Navy  
To: President, FY-15 Active-Duty Navy Commander Line  
Promotion Selection Boards

Subj: ORDER CONVENING THE FY-15 PROMOTION SELECTION BOARDS TO  
CONSIDER OFFICERS IN THE LINE ON THE ACTIVE-DUTY LIST OF  
THE NAVY FOR PERMANENT PROMOTION TO THE GRADE OF  
COMMANDER

Ref: (a) FY-15 Active-Duty and Reserve Navy Officer and Chief  
Warrant Officer Promotion Selection Board Precept

Encl: (1) Board Membership  
(2) Promotion Selection Boards Joint and Acquisition  
Promotion Objectives

1 Date and Location

a. The promotion selection boards, consisting of you as president and the officers listed in enclosure (1), are ordered to convene at the Navy Personnel Command, Millington, TN, at 0800, February 11, 2014, or as soon as practicable thereafter.

b. The boards shall proceed in accordance with all guidance in this letter, the FY-15 Active-Duty and Reserve Navy Officer and Chief Warrant Officer Promotion Selection Board Precept, reference (a), and Promotion Selection Boards Joint and Acquisition Promotion Objectives, enclosure (2).

2. Promotion Board Authorized Selections. The total number of officers who may be recommended in each competitive category shall be the number that most closely approximates the percentage set forth below of in-zone eligible officers determined as of the date the boards convene. The Chief of Naval Personnel shall determine the number of in-zone eligible officers on the convening date, calculate the number that may be recommended for promotion under the percentages set forth in the FY-15 Active-Duty Navy Officer Promotion Plan, and furnish the number to the boards. If the computation results in a fraction of a number of 0.5 or greater, that fraction is rounded up to the nearest whole number. If the computation results in a fraction of a number less than 0.5, that fraction is rounded down to the nearest whole number. The boards may recommend up to the number provided by the Chief of Naval Personnel.

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<u>COMPETITIVE CATEGORY</u>	<u>PERCENT TO SELECT</u>
Unrestricted Line Officer	70
Special Duty Officer (Human Resources)	75
Engineering Duty Officer	84
Aerospace Engineering Duty Officer (Engineering)	80
Aerospace Engineering Duty Officer (Maintenance)	65
Special Duty Officer (Public Affairs)	75
Special Duty Officer (Foreign Area Officer)	73
Special Duty Officer (Oceanography)	66
Special Duty Officer (Information Warfare)	67
Special Duty Officer (Information Professional)	75
Special Duty Officer (Intelligence)	60
Limited Duty Officer (Line)	60

3. Consideration of Active-Duty Officers "Below the Zone."  
Identifying exceptional officers from below the zone and selecting them for promotion is authorized; nevertheless, no more than 10 percent of the total officers selected for promotion may be from below the promotion zone. The board must ensure that below-zone candidates are individually evaluated as a source of best and fully qualified officers. Below-zone selects shall be based on sustained measures of success in their community specialties. Below-zone selections are encouraged to ensure the Navy is best served in filling critical competency requirements.

4. Best and Fully Qualified Selection Standard

a. Fully Qualified. All officers recommended for promotion must be fully qualified; that is, each officer recommended must be capable of performing the duties of the next higher pay grade. Officers that do not meet that standard shall not be recommended for promotion.

(1) Officers fully qualified for promotion demonstrate an appropriate level of leadership, professional skills, integrity, management acumen, grounding in business practices, and resourcefulness in difficult and challenging assignments. Their personal and professional attributes include adaptability, intelligent risk-taking, critical thinking, innovation, adherence to Navy and DoD ethical standards, physical fitness, and loyalty to the Navy core values.

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(2) The Navy is composed of men and women representing dozens of different ethnic groups and hundreds of cultural heritages. Fully qualified officers must be capable of leading personnel from widely varying backgrounds and mentoring a diverse workforce while executing the Navy's strategic diversity initiatives. The Navy's ability to meet this leadership challenge depends, in part, on having leaders who reflect our very best, including performance, professional experience and education.

b. Best Qualified. Among the fully qualified officers, you must recommend for promotion the best qualified officers within their respective competitive category. Proven and sustained superior performance in command or other leadership positions in difficult and challenging assignments is a definitive measure of fitness for promotion. Furthermore, successful performance and leadership in combat conditions demonstrate exceptional promotion potential and should be given special consideration. Each board member shall apply this guidance when deliberating and voting. Additionally, members will use the considerations below to guide their determination of the best qualified officers.

(1) The following guidance, in the form of "minimum" and "requirements" language, addresses particular shortfalls in the Navy. The minimum number should only be attained if there are a sufficient number of officers determined best qualified among those fully qualified officers who address the particular shortfall.

(2) Skill Requirements. The Navy must focus on the skill sets mandated by current needs and on developing the professional competencies required in our future leadership. The Navy and joint force leadership needs to be comprised of a diverse blend of male and female officers that have excelled in both traditional and specialized career paths. You shall give favorable consideration to the critical competency/skill sets developed by officers who have excelled in specialized career paths.

(a) Critical Requirements. Currently, the Navy has a critical need for officers with the competencies/skills listed below. The selection minimum number for officers with the identified competencies/skills is provided below. This number

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should only be attained if there are a sufficient number of  
officers determined best qualified among those fully qualified  
officers who possess that competency/skill. The specific skills  
and associated numbers in the below table shall not be  
interpreted as quotas.

Competitive Category and Grade: LDO Line - Commander		
Competency/Skill	Minimum	Requirement
6130 - Surface Engineering/Repair	2	3
6280 - Sub-Electronics	1	2
6330 - Aviation Maintenance	9	12
6360 - Aviation Ordnance	5	11
6390 - Air Traffic Controller	1	2
6400 - Nuclear Power	3	5

(b) Additional Requirements. In addition to the  
specific critical needs listed above, the Navy must continue to  
develop leaders who possess the competency/skill areas listed in  
order of significance below. Give due consideration to  
demonstrated performance and expertise in these areas.

Unrestricted Line (11X0/13X0)

1. Financial Resource Management (FM)
2. Operational Analysis (OA)
3. Joint Experience
4. Acquisition Corps
5. Navy Operational Planner
6. Political-Military (POL-MIL)/Strategists
7. Integrated Air and Missile Defense (IAMD)
8. Naval Special Warfare (NSW) Experience
9. Shore Installation Management (SIM)
10. Cyber Operations and Planning
11. Language, Regional Expertise, and Cultural  
(IREC) Experience
12. Nuclear Weapons Technical Expertise
13. Education and Training
14. Expeditionary Warfare and Confronting Irregular  
Challenges
15. Recruiting Leadership
16. Targeting
17. Human Intelligence (HUMINT)
18. Space Cadre
19. Astronaut Consideration

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Human Resources (1200)

1. Joint Experience
2. Operational Analysis (OA)

Engineering Duty (14X0)

1. Acquisition Corps
2. Nuclear Weapons Technical Expertise

Aerospace Engineering Duty (Engineering) (1510)

1. Acquisition Corps
2. Space Cadre
3. Astronaut Consideration

Aerospace Engineering Duty (Maintenance) (1520)

1. Acquisition Corps

Public Affairs (1650)

1. N/A

Foreign Area Officer (17X0)

1. Joint Experience
2. Political-Military (POL-MIL)/Strategists
3. Language, Regional Expertise, and Cultural (LREC) Experience
4. Human Intelligence (HUMINT)
5. Expeditionary Warfare and Confronting Irregular Challenges

Oceanography (1800)

1. Acquisition Corps
2. Space Cadre

Information Warfare (1810)

1. Acquisition Corps
2. Space Cadre

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Information Professional (1820)

1. Acquisition Corps
2. Space Cadre
3. Cyber Operations and Planning

Intelligence (1830)

1. Acquisition Corps
2. Space Cadre

Limited Duty Officer (Line) (6XX0)

1. Nuclear Trained Limited Duty Officers (LDOs)

c. Additional Considerations. The following are additional considerations in determining the best qualified officers:

(1) Individual Augmentee (IA)/Global Support Assignment (GSA)/Overseas Contingency Operations (OCO)/Irregular Warfare/Afghanistan-Pakistan Hands (APH) Program Assignment

(a) The board should give favorable consideration to those officers who have displayed superior performance while serving in IA/GSA/OCO/APH assignments in direct support of OCO, Irregular Warfare, and the National Defense Strategy, and in particular, those IA/GSA/OCO/APH assignments that are extraordinarily arduous or which involve significantly heightened personal risk. These individuals are developing valuable combat and nation-building skills under stressful conditions. Such assignments may not be typical of the officer's traditional community career path, and the officer may be rated by a reporting senior unfamiliar with the officer's specialty and the Navy fitness report system.

(b) IA/GSA/OCO assignments may take an officer out of the normal community career path for periods up to 1 1/2 years. APH assignments consist of extensive specialized training and multiple, non-standard deployments that may take an officer out of the normal community career path for periods of up to 3 1/2 years.

(2) Education and Professional Development. The board shall give favorable consideration to those officers with

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relevant graduate education, experience in specialized areas  
and Navy and Joint Professional Military Education (JPME).

(a) The Navy values completion of graduate education and development of a subspecialty. Degrees from the Naval Postgraduate School, the Naval War College and equivalent Service institutions, and civilian education programs that result in assignment of a subspecialty code or award of Additional Qualification Designation (AQD) codes are desirable. Proven expertise from an experience tour utilizing that subspecialty is fundamental to development of Navy Leaders.

(b) The Navy values competitive scholarships and fellowships, examples of which include: Olmsted Scholar, Marshall Scholar, Rhodes Scholar, White House Fellowship, SECDEF Corporate Fellowship, and Federal Executive Fellowships (e.g., Politico-Military and Cyber).

(c) Best qualified officers seek opportunities to broaden their cultural awareness through experiences and education and to enable better communication in a global operating environment.

(d) Best qualified officers have demonstrated willingness and an ability to lead and mentor a diverse workforce of male and female service members.

(e) In this age of limited resources and fiscal constraints, you should also consider for promotion those men and women who as Navy leaders have successfully demonstrated judiciousness in fiscal resources, personnel, facility management, energy resource management and technology, all of which are of vital importance to our Navy today and in the future.

5. Acquisition Corps Considerations. Acquisition Corps officers possess the qualifications to manage the development, acquisition, and life cycle support of the Navy's current and future platforms and associated systems. The Unrestricted Line (AP), Aerospace Engineering Duty Officers, and Engineering Duty Officer communities all contain Acquisition Corps officers. In addition, contracting skills are based in the Supply Corps and Civil Engineer Corps. While there are specific needs and backgrounds in each community, there are overarching acquisition

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skill sets which are valued and found in all of these communities. Officers who possess these skills, regardless of the community to which they belong, are valued and necessary for the health of the Acquisition Corps, and should be considered in the broad context of the Acquisition Corps. Examples of these overarching skill sets include technical and operational knowledge of C4I, combat systems, unmanned systems, systems engineering, Enterprise information systems, information technology, and weapons and major weapons systems (e.g., ships and aircraft). In determining the best and fully qualified officers for promotion, you shall give equal consideration to outstanding performance whether in an acquisition or non-acquisition position.

6. Human Resources (HR) Considerations. In addition to the basic attributes of sustained exceptional performance in positions of increased responsibility, the below is provided to assist in evaluating candidates:

a. Officers who have a successful track record of sustained superior performance and increasing scope of responsibilities in leadership, staff and/or IA/GSA/OCO/APH assignments indicate potential to succeed at the level of commander.

b. Officers who have successfully completed or have demonstrated superb performance in a lieutenant commander milestone tour (to include command and staff assignments) indicate potential to succeed at the level of commander. Note SELRES HR Officers only have milestone billets at the commander and captain level.

c. Officers who have a master's degree, particularly HR focused (Operations Research Analysis, Manpower Systems Analysis, and Education and Training (plus Financial Management and Information Technology for Full Time Support)) indicate potential to grasp complex human capital concepts and provide analytical rigor as a human capital analyst within the Human Resources Community.

d. Officers who have proven HR focused subspecialties (Manpower Systems Analysis, Operations Research Analysis, and Education and Training Management (plus Financial Management and Information Technology for Full Time Support)) indicate proven



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application of human capital theories, concepts and analysis and  
are valued by the Human Resources Community.

e. Officers who have attained and/or maintained an industry  
recognized HR related certification have demonstrated the  
ability to understand and apply myriad human capital theories,  
concepts and laws/regulations critical to policy development and  
execution across the Navy.

f. Successful tours in a joint billet and completion of  
joint education are valued by the Human Resources Community.

7. Public Affairs Officer Community Considerations

a. Operational assignments for Public Affairs officers  
(165X) are limited and are considered career milestones. Such  
assignments include but are not limited to, IA/GSA/OCO/APH  
opportunities, seagoing public affairs billets aboard CVNs and  
within Carrier or Expeditionary Strike Groups, expeditionary  
warfare assignments such as Navy Public Affairs Support Element  
(NPASE), Joint Public Affairs Support Element (JPASE), Combat  
Camera, and overseas or forward deployed units and staffs.  
Public Affairs officers who have sought out and successfully  
completed these assignments should be given favorable  
consideration.

b. The Public Affairs community endeavors to provide all  
Public Affairs officers with the opportunity to obtain post-  
graduate education. Typically, the community fills 10 graduate  
education slots in civilian educational institutions, as well as  
three to four quotas at military service colleges, each year.  
Public Affairs officers who obtain a post-graduate degree from a  
military service college or civilian institution, either Navy-  
funded or independently, should be given favorable  
consideration.

c. The 1650 community relies on recalls of reserve Public  
Affairs officers (1655) as one of the few accession sources for  
the active-duty Public Affairs officer community. The  
traditional 1655 career path has not included the same sea duty  
and other career milestone opportunities as a rank-comparable  
1650 career path. As such, the board shall consider the  
performance of each recalled 1650 officer in his or her former

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career path as a 1655 to determine the officer's ability to  
serve in more senior Public Affairs officer positions.

d. The disestablishment of the 647X designator and subsequent integration of the PAO and LDO photography communities began nearly four years ago. Many former LDO Photography officers (647Xs) re-designated and will compete for promotion as Public Affairs officers (165X). The traditional 647X career path did not include the same opportunities as a rank-comparable 165X career path. The board shall consider performance of each former 647X officer in his or her former career path and not penalize the officer for lack of traditional public affairs experience to determine the officer's ability to serve in more senior officer positions.

8. Foreign Area Officer (FAO) Community Considerations

a. Foreign Area Officers are required to serve in a broad spectrum of assignments necessitating mastery of diverse functional areas. In addition to possessing a solid baseline of operational experience in the fleet, the FAO community highly values joint experience as well as demonstrated leadership within one of the primary critical FAO lines of effort (Security Assistance, Defense Attaché System, as well as major joint, operational or interagency staff). The scope of assignments and responsibilities of a FAO may extend beyond language proficiency, in-depth regional knowledge, and culture awareness to include firm understanding of the aspects of developing and exploiting information to advance our maritime superiority and national strategy objectives.

b. The FAO community is organized into five sub-groups representing each of the five geographic combatant commands. FAOs are typically assigned to billets related to the region of their assignment, but operational requirements and officer inventory can result in FAOs serving outside their regional assignment.

c. All FAOs are required to have a regionally focused Political-Military master's degree. This requirement can be waived by the Assistant Secretary of the Navy (M&RA) upon demonstration of significant regional experience. FAOs who have the ASN (M&RA) waiver in lieu of a regionally focused Political-

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Military master's degree can be assigned and perform without  
restriction.

d. Dependent upon their background, experience level, and regional assignment, the Navy makes significant investment in FAO master's education and language training. A FAO's training track will range from 6 to 36 months. Much of this training time will be non-observed with the length of training largely driven by language difficulty level (e.g., officers assigned to learn a critical strategic language such as Arabic, Mandarin Chinese, Korean, or Hindi will have longer training tracks). As career linguists and Political-Military experts, completion of language training and attainment of a master's degree is valued by FAO.

e. Officers are laterally transferred into the FAO community based on their consistent superior performance in the fleet and demonstrated aptitude to excel as Political-Military and linguistic professionals. The majority of LTs assessed into the FAO community will not have met all education and language requirements due to their accession timing; however, aggressive pursuit of the requirements outlined in the previous paragraphs is highly valued prior to their application for lateral transfer and expected following accession.

#### 9 Information Dominance Corps (IDC) Considerations

a. The IDC was established in 2009 in recognition of Information Dominance as a modern warfighting discipline. Comprising officers of the Oceanography (180X), Information Warfare (181X), Information Professionals (182X), and Naval Intelligence (183X) communities and the Space Cadre, the IDC was created to more effectively and collaboratively lead and manage the cadre of officers, enlisted, and civilian professionals who possess extensive skills in information-intensive specialties.

b. The Navy needs officers who are agile, flexible, and fully capable of leading across the range of functions associated with the IDC, recognizing Information as a warfighting domain. As such, board members should view an officer's performance in leadership assignments as an indicator of his or her ability to lead diverse organizations across the range of IDC missions and functions.

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c. As of May 31, 2013, all officers in competitive categories which comprise the IDC began receiving competitive rankings, in block 42, within combined IDC summary groups on fitness reports. However, officers in competitive categories which comprise the IDC continue to compete for promotion within respective individual community competitive categories. As such, summary group position may not fully show an officer's position relative to competitive category peers. Board members should give consideration to additional verbiage or soft breakouts used to show superior performance within an individual's competitive category.

10. Oceanography Community Considerations

a. All fully qualified Oceanography officers will have demonstrated success in an independent lieutenant commander sea tour, either as a Strike Group Staff METOC Officer, a large deck OA Division Officer, or a Navy Special Warfare Cross Functional Team OIC. In addition, all fully qualified Oceanography officers will have successfully obtained master's level degrees in physical sciences relating to meteorology or oceanography.

b. Officers participating in PhD programs have "not observed" fitness reports covering significant periods of time in their careers. Education is valuable to the community and can enhance the officer's ability to lead scientifically skilled civilians in challenging technical assignments.

11. Information Warfare Community Considerations. Demonstrated expertise in one or more of the core missions of electronic warfare, computer network operations, and signals intelligence is the foundation of Navy Information Warfare. Information Warfare officers should have balanced professional experience, to include demonstrated leadership, Navy and Joint operational proficiency and qualifications, and technical expertise. Proven and sustained superior performance in documented positions of leadership and in difficult, challenging, and arduous operational assignments is the ultimate test of readiness for promotion.

12. Information Professional (IP) Community Considerations

a. The Information Professional community gains officers through lateral transfer or redesignation at all paygrades. For

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promotion eligibility purposes, some of these officers will not have completed the Information Professional-specific community/operational leadership assignments for paygrades junior to that at which the officer became an 182X. As such, the board is encouraged to use the performance of each 182X officer in his or her former career path to be a determining factor in assessing the officer's ability to serve in more senior Information Professional leadership positions.

b. A significant number of Limited Duty Officers have laterally transferred or redesignated and will compete for promotion with their 182X peers. These high quality officers often have not been afforded the opportunity for advanced education, to include JPME. The board should give due consideration and commensurate weight to the significant operational experience these officers have when assessing their ability to serve in more senior positions.

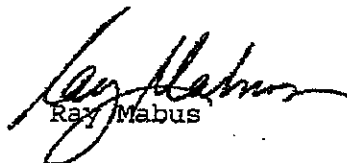
c. IP supported mission areas include the need to develop, acquire and sustain cost effective, secure Information, Space, Spectrum and Knowledge Management systems and services. The Department of the Navy and Joint Cyber/IT/ISR/Space Acquisition efforts require officers with strong operational understanding of cyber battlespace as well as formal acquisition credentials to serve as Program Managers and Program Executive Officers at senior ranks. In order to ensure the balance between relevant operational experience and acquisition expertise, those IP officers pursuing an Acquisition Professional career path may not achieve the standard IP Milestones or may do so in a non-standard timeline. Equal consideration should be given to those who demonstrate outstanding performance whether in an Acquisition Professional assignment or traditional IP milestone assignment.

### 13 Intelligence Community Considerations

a. Demonstrated leadership and expertise in the core mission of all-source time-sensitive operational intelligence is the foundation of Naval Intelligence. Additional expertise in one or more specialized mission areas of full spectrum intelligence is valued, to include intelligence surveillance and reconnaissance (ISR) operations, special operations, cyber, targeting, intelligence collection and analysis, human intelligence, and space. Intelligence Officers should have

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Ray Mabius



THE ASSISTANT SECRETARY OF THE NAVY  
(MANPOWER AND RESERVE AFFAIRS)  
1000 NAVY PENTAGON  
WASHINGTON, D.C. 20350-1000

JAN 10 2019

From: Assistant Secretary of the Navy (Manpower and Reserve Affairs)  
To: President, FY-18 Active-Duty Navy Captain Line Special Duty Officer (Human Resources) Special Selection Board  
Subj: ORDER CONVENING A FY-18 SPECIAL SELECTION BOARD TO CONSIDER AN OFFICER OF THE LINE SPECIAL DUTY OFFICER (HUMAN RESOURCES) ON THE ACTIVE-DUTY LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE GRADE OF CAPTAIN  
Ref: (a) FY-18 Active-Duty and Reserve Navy Officer and Chief Warrant Officer Promotion Selection Board Precept  
Encl: (1) Board Membership  
(2) Recorder and Assistant Recorder  
(3) Administrative Support Staff  
(4) ASN(M&RA) ltr of 5 Jan 17

1. Membership, Date, Location, and Function

a. The special selection board, consisting of you as president, the officers listed in enclosure (1) as members, the officers listed in enclosure (2) as recorder and assistant recorder and the personnel listed in enclosure (3) as administrative support staff, is ordered to convene at the Navy Personnel Command, Millington, TN, at 0800, January 17, 2019 or as soon as practicable thereafter.

b. The function of the board is to consider an Active-Duty Navy officer for permanent promotion to the grade of captain. The record and name of the eligible officer will be furnished to the board. The board shall carefully consider, without prejudice or partiality, the record of the officer whose name will be furnished to the board.

2. Enclosure (4) is the convening order that was presented to the regularly scheduled promotion selection board. The special selection board is directed to comply with all instructions governing the regularly scheduled board, except as noted below:

a. A special selection board is expressly designed to give the officer before it an opportunity to be selected.

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CONSIDER AN OFFICER OF THE LINE SPECIAL DUTY OFFICER  
(HUMAN RESOURCES) ON THE ACTIVE-DUTY LIST OF THE NAVY FOR  
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Accordingly, a special selection board is not subject to promotion percentage limitations ordinarily used by regularly scheduled promotion selection boards.

b. The special selection board shall not apply the "best qualified" standard of the original convening order. Instead, the special selection board shall compare the record of the eligible officer with the sampling of records of officers who were recommended for promotion and officers who were not recommended for promotion by the regularly scheduled board that failed to properly consider the eligible officer. Based upon the sampling of records and other information submitted, the board shall recommend for promotion the officer who, in the opinion of the majority of the members, is fully qualified for promotion and, when compared to the officers whose sample records were considered, is better qualified for promotion than all the officers who failed of selection for promotion before the regularly scheduled promotion selection board and is comparable to those officers who were selected for promotion by that same board.

c. The special selection board is not required to prepare a sampling of records.

3. The board is reminded that, in accordance with the guidance in the original convening order, it is required to ensure that the officer considered is fully qualified to perform the duties of his current grade and to notify the Secretary of the Navy if the officer should be required to show cause for retention:

4. The written report of the board shall be signed by the board president, members, recorder, and assistant recorder, and shall contain the name of the officer considered and recommended for promotion or considered and not recommended for promotion, the show cause list (if applicable), and the certifications required in enclosure (1), appendix C, paragraph 1c, of the original precept, reference (a), except as noted below.

a. The certification contained in paragraph 1c(5) of reference (a), enclosure (1), appendix C shall be replaced with the following:

"To the best of your knowledge, the board has carefully considered the record of the officer whose name was furnished to the board."



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b. The certification contained in paragraph 1c(6) of  
reference (a), enclosure (1) & appendix C shall be replaced with  
the following:

"The officer recommended for promotion is, in the opinion  
of the majority of the members of the board, fully  
qualified and when compared to the officers whose sample  
records were considered, is better qualified for promotion  
than all the officers who failed of selection for promotion  
before the regularly scheduled promotion selection board  
and is comparable to those officers who were selected for  
promotion by the FY-18 Active-Duty Navy Captain Line  
Special Duty Officer (Human Resources) Promotion Selection  
Board."

or

"The officer not recommended for promotion is, in the  
opinion of the majority of the members of the board, not  
fully qualified or when compared to the officers whose  
sample records were considered, not better qualified for  
promotion than all the officers who failed of selection for  
promotion before the regularly scheduled promotion  
selection board or is not comparable to those officers who  
were selected for promotion by the FY-18 Active-Duty Navy  
Captain Line Special Duty Officer (Human Resources)  
Promotion Selection Board."

c. If the officer considered for promotion is selected, the  
below will replace paragraph 1c(7) of reference (a), enclosure  
(1) appendix C:

"A majority of the members of the board, after  
consideration by all members of the board of any adverse  
information about the officer selected for promotion that  
is provided to the board, finds that the officer selected  
for promotion is qualified for promotion to meet the needs  
of the Navy consistent with the exemplary conduct  
requirements of section 5947 of title 10, U.S. Code, which  
states:"

"All commanding officers and others in authority in  
the naval service are required to show themselves a good  
example of virtue, honor, patriotism and subordination  
to be vigilant in inspecting the conduct of all persons

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(HUMAN RESOURCES) ON THE ACTIVE-DUTY LIST OF THE NAVY FOR  
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who are placed under their command to guard against and suppress all dissolute and immoral practices and to correct, according to the laws and regulations of the Navy, all persons who are guilty of them and to take all necessary and proper measures, under the laws, regulations and customs of the naval service, to promote and safeguard the morale, the physical well-being, and the general welfare of the officers and enlisted persons under their command or charge."

d. If the officer considered for promotion is selected, the below will replace paragraph 1c(8) of reference (a), enclosure (1), appendix C:

"You are aware that the name of the selectee will be released to the public after the board report is approved, and you know that you may not disclose the recommended selectee until the name is released to the public."

Paragraphs 1c(7) and 1c(8) of reference (a), enclosure (1), appendix C, will be omitted from the certification if the officer fails to select.

e. If the board does not recommend the officer show cause for retention, the report shall state:

"In the opinion of a majority of the members of the board, there was no officer recommended to show cause for his retention."

f. The certification requirement regarding the preparation of a sampling of records shall be omitted.

g. As this is a special selection board requested by the officer or on behalf of the officer, no certification regarding an officer who requests to not be selected is required.

5. Unless expressly authorized or required by the President, Secretary of Defense or the Secretary of the Navy, neither you nor any member of the board or administrative support staff may disclose the proceedings, deliberations, or recommendations of the special selection board. All board members and

Subj: ORDER CONVENING A FY-18 SPECIAL SELECTION BOARD TO  
CONSIDER AN OFFICER OF THE LINE SPECIAL DUTY OFFICER  
(HUMAN RESOURCES) ON THE ACTIVE-DUTY LIST OF THE NAVY FOR  
PERMANENT PROMOTION TO THE GRADE OF CAPTAIN

administrative support staff must comply fully with these  
requirements and I expect you to emphasize the need for strict  
confidentiality.

A handwritten signature in black ink, appearing to read "Gregory J. Slavonic", with a stylized flourish at the end.

Gregory J. Slavonic